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Hidden

There are flowers on every page in this edition, just like the one pictured here. Can you find all of them?



From the Director

Gratitude and Progress

As I walk around the facility and attend or lead meetings with different groups of staff, I have been struck by an increased sense that the SWVMHI Mission, Vision, and Values matter and that we are using our values in everyday work life. Staff are professional, but friendly and welcoming. In spite of the many surveys (Mock and real) and admissions, and yes, challenges, there is a renewed sense of hope for most staff that we are handling the challenges with creativity, hard work, and grace.

For instance, several pieces of data point to significant improvements in our rate of seclusion and restraint, which has dropped for a number of months, since last fall. We also note that several departments are or will soon be fully staffed again, so our ability to share our workload will be enhanced. Earlier this year, each department was given a challenge—to do “Just One Thing” to improve communication within their department or with other departments. As you know, Communication is our first facility Value—and it is not an accident that it is first. In a busy healthcare environment such as ours, with the number of departments (about 30), and staff working all three shifts, it is vital that we pay

attention to communication. Some exciting examples of enhanced communication are beginning to emerge. We will highlight some best practices in an upcoming newsletter. I also note that departments are also developing some great camaraderie and a joy in their work again. A positive example of this is this year’s Nursing Week events, which included Walls of Praise on each unit, Wacky Sock Day, webinars and training, and special treats. Nursing week overlaps with Public Service week each year and this year the Employee Recognition Team designed and ordered SWVMHI t-shirts for all staff and the Executive Team served a free hotdog/sausage and all the trimmings meal for all staff on all three shifts to show our appreciation for you!

(There were many other Nursing Week events and recognitions that can be seen in the special SWVMHI Nursing Week 2017 newsletter.)

A Special Thanks to all those who planned and worked to make these events happen!

We also recognize three new **Employees of the Quarter** this month, Jonathan Johnson, RPh, Eric Rhodes, Information Technology, and Jennifer Tuell,

MSW. While there are many hard-working and deserving staff at SWVMHI, these staff members are recognized this quarter for their exemplary performance.



Jonathan Johnson, RPh, Pharmacy, was nominated by members of the nursing staff for his expertise and leadership in the OneMind electronic health record. When he is consulted, he is always helpful to the medication nurses in any way possible, and he stops what he is doing to answer any questions they have. Jonathan also takes calls at home and has volunteered to be part of the Pharmacy on-call system so that he works after hours and on weekends and holidays to validate orders and ensure that our patients get the medications they need. He is also recognized for step-



From the Director, continued

ping up to provide leadership over a several month period to the department when our Pharmacy Director was recovering from a serious injury. *Thank you Jonathan!*



Eric Rhodes was actually nominated for Employee the Quarter by two different people! A relatively new member of our IT staff, Eric has

quickly demonstrated his many skills, and, importantly, his willingness to go the extra mile to be of assistance, whether it is a new process or a new system taking place. I know from personal experience that Eric never says, "I'm too busy," or "That's not my job." Eric takes the initiative, works as a team player, and always has a positive impact on SWVMHI by demonstrating the Mission, Vision, and Values. Eric has been the lead in developing and combining a number of databases into a secure and consolidated system that is about to roll out. "He inspires others with a shared vision of excellence and doing what is in the best interest of the facility. Eric without fail leads by example. We are fortunate to have an employee who possesses these skills!" *Thank you Eric!*



Our third Employee of the Quarter is **Jennifer Tuell, MSW**. Jennifer has always been a very competent, knowledgeable, and helpful member of the Social

Work staff, but in the past years, she has really excelled! She was asked and agreed to be temporarily assigned to the Acute Treatment Unit to cover a vacant position. During her time on C Team, she became an integral part of the team. She is "unflappable, communicates in a direct, but compassionate manner, and is always a team player." She has shown that she is a leader, making sure that tasks are completed in a timely fashion, and that she has all of the necessary information. She thinks first of the needs and priorities of others, what is best for the Social Work department, and what is best for SWVMHI. *Thank you Jennifer!*

And I would like to close by quoting Alicia Alvarado, RN, MSN, SWVMHI Chief Nurse Executive, from her Nursing Week newsletter article: "... *what keeps us going is the person beside us, working with us, and the person in front of us, needing our assistance as they journey the road to recovery.*"

I join with all of the Executive Team in saying that we are grateful for your hard work and dedication—you all "*keep us going.*"



~ **Cynthia McClaskey, Ph.D.**
Director

Governor's Proclamation regarding 2017 Virginia Public Service Week

5/7/2017

WHEREAS, the Commonwealth of Virginia has a long and proud tradition of producing and developing many talented and devoted leaders and public service providers, including eight United States Presidents who have called Virginia home; and

WHEREAS, this tradition of outstanding public service is advanced every day by 713,000 federal, state, and local public service employees who work diligently to improve the quality of life for Virginia's residents; and

WHEREAS, Virginia's public service employees dedicate much of their time, talent, and energy to serving our Commonwealth as teachers, police officers, judges, military personnel, health care providers, political leaders, and employees of various federal, state, and local government agencies; and

WHEREAS, many of Virginia's public service employees volunteer in their communities and spend much of their free time participating in volunteer work and civic service projects; and

WHEREAS, it is important to recognize and salute the outstanding efforts made each year by the dedicated public service employees throughout our Commonwealth;

NOW, THEREFORE, I, Terence R. McAuliffe, do hereby recognize May 7-13, 2017, as **VIRGINIA PUBLIC SERVICE WEEK** in our COMMONWEALTH OF VIRGINIA, and I call this observance to the attention of all our citizens.



RN Recruitment Incentive Pays Off!

We are pleased to announce that SWVMHI made its first referral bonus payment of \$1,500 to Cynthia Harvey on March 1, 2017. Cynthia is a Head Nurse, Day Shift, Geriatric Unit. She referred an RN applicant and now meets the eligibility for the payment after our program was implemented on October 25, 2016.

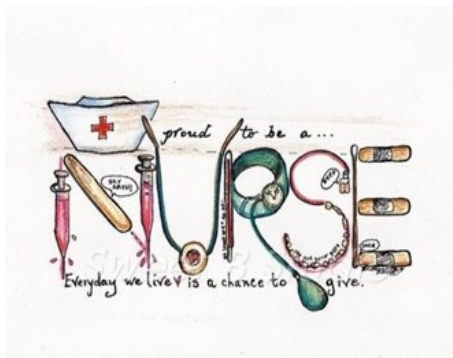
Registered Nurses have many job opportunities available in Southwest Virginia, and even across the nation, so we are continually looking at ways to improve our recruitment and retention for RNs. One of the best recruitment tools are employees already working in a position, assisting with a mission that they fully support, and who encourage others to come join them. The new **RN Referral Bonus** acknowledges that the testimony of a current employee “pays off” in our efforts to attract nurses to work here.

We have additional referrals from other employees that are waiting on the 3-month employment period to complete. To be eligible, you must do two things:

1. Send HR the *Notice of Referral* form prior to the candidate moving through the recruitment process and;
2. The referred applicant must list your name under the section “How did you find this employment opportunity? - Other” as the referring source in RMS.

Please contact Joey Sword, Human Resource Manager if you have any questions concerning this program for [RNs](#) or [Psychiatrists](#).

~Joey C. Sword
Human Resource Manager



Thank You!

During the month of January, 2017, the Geriatric Unit received a gift of prayer shawls from St. Mary’s Catholic Church in Blacksburg, Virginia. The shawls were all hand made by members of the Prayer Shawl Ministry. The colors are very bright and colorful. Each geriatric resident has received one.

Pictured below are two of the shawls received.



Annual TOVA/CPR Appreciation

Ginny Moorer-Shields and Rebecca Sparger, Training Coordinators with the Staff Development and Training Department, held a meeting on February 23, 2017, honoring our instructors of TOVA and CPR training. Each instructor was presented a long stemmed carnation and an inspirational button pin. Mary Alice from Food Service supplied the cakes, chips, dip, and punch to help in the celebration!



Let Us Concern Ourselves!

We often forget the hard work that is brought forth by administration, the challenge's they face on a daily basis as they fulfil the duties to operate our facility. Receiving the blessings as we do with little thought of pouring back into them. Blessing them could be as simple as letting them know how much we appreciate them. It could be as simple as a card sent, or an email thanking them for all their hard work. Let's remember them by not segregating ourselves, but by primarily letting them know in some small way that we do appreciate them. Let us not be too busy to remember what a great year 2016 was as we journey onward into 2017.

I want to personally thank administration for all their hard work and ethics put forth to make our facility, Southwestern Virginia Mental Health Institute, the greatest hospital to work for! And let us ask ourselves, "What can I do in this year to help change the perception of mental illness?" Let us remember our leadership philosophy by assisting people in their recovery by fulfilling our mission by promoting kindness, compassion, creativity, and with honesty to build teamwork.

~ Sandy Harless RNCA RN-BC
Acute Admissions Ward C/D



Thank You!

Online Doctor's Visits



Having cold or flu symptoms? A sore throat? Allergies? Talk to a doctor anytime, anywhere! Your state health plans have enhanced your benefits so that you can discuss common health issues right away with a doctor using your smartphone, tablet or computer with a webcam. This service is available to you and your covered family members who are 18 years of age or older. You can pay for your online visit with a credit card.

COVA Care and COVA HEHP—LiveHealth Online

You can contact a doctor 24/7 when you download the LiveHealth app or sign up at www.livehealthonline.com. Select a doctor from a broad network of U.S. board-certified doctors who average 15 years of experience practicing medicine and are specially trained for online visits. **COVA Care:** Your cost is a \$25 primary care copay. **COVA HDHP:** You pay \$49 per

consultation and the cost goes toward your deductible.

Cova HealthAware—Teladoc

You and your enrolled family members have 24/7/365 access to U.S. board-certified doctors and pediatricians who can diagnose and recommend treatment by phone or online video, and prescribe medications—all for less than a traditional doctor's visit! You pay \$40 per consultation, which applies to your deductible and can be paid from your HRA. When the deductible has been met, you pay 20 percent coinsurance. Visit www.teladoc.com/aetna or call 1-855-Teladoc to learn more, set up an account or request a consultation.

~ Renee VanDyke, HR Analyst



Spring has Sprung and so have we!



Eight Dimensions of Wellness

On Thursday, March 30, 2017, 71 individuals and 48 staff attended our “Spring Into Social Wellness” event held in the gym. The Rehab Staff led and facilitated many wonderful, socially based activities. The various activities included a Chess/Checkers Game Station, Karaoke, Social Shamrocks, Puzzles, and Coloring Station. Each station encouraged individuals to mingle and have discussions with one another. Because the first area of wellness is the Social Dimension, individuals were given the task of collecting stickers from each of the activities they participated in. When individuals had collected four stickers, they could trade in the stickers for some tasty treats! Any staff members who participated in any of the Social Dimension events and activities this quarter were eligible for prizes! The staff winners were: Beth Smith, OT; Caleb Seymore, Food Services; and Mary Ratliff, Nursing. Congratulations to our winners! Overall, all the activities, including time spent sharing snacks together, accomplished our goal of allowing for a more socially-focused event. Be on the lookout for information involving our next dimension, Financial Wellness, on page 6 of this edition.

~ Ginny Moorer-Shields, M.A.Ed, Chair, CLC/D&L Committee

Rehab Department News



As flowers are in full bloom, the Rehab Department is busy with many activities. More and more groups are utilizing the outside courtyards for group settings, as the weather has proven warm and inviting.

The monthly special activity for February was titled “Valentines.” The auditorium building was buzzing with energy as individuals we serve enjoyed playing a trivia game centered on the history of Saint Valentine, a basketball-type game of shooting multiple baskets, varie-

ties of word games and puzzles, and making their own paper heart craft. Ice cream sundaes were a huge hit in the snack department!

During the month of March as a part of our quarterly focus on the Social Dimension of Wellness, and to go along with our hands-on puzzle piece decorations, the Rehab Department and the CLC/ Diversity and Learning Committees joined in offering a special event for both individuals we serve and staff. The activities were centered on building bridges between the people present-creating connections among them and developing new ways of interaction among all those here at SWVMHI.

Continued on page 7

Bravo!

SWVMHI received a letter from the Department of State Police indicating that we had won the award for having the highest number of miles driven in a state-owned vehicle per chargeable crash in the category 10,000 to 100,000 miles. Alvin Anderson, Operations Manager with the Office of Administrative Services at DBHDS Central Office accepted the award on behalf of SWVMHI in Richmond on May 2, 2017.

Congratulations!





Financial Wellness



Eight Dimensions of Wellness

FINANCIAL WELLNESS

Live within your means and learn to manage your finances for the short and long term.



The Dimension we will focus on in April, May, and June is **Financial Wellness**. There will be opportunities in these months to take a closer look at Financial Wellness: Satisfaction with current and future financial situations and why it is important to us.

Events:

- ✓ April 13 — VRS Representative was available 0900—1600 in the Human Resources Conference on 2nd floor of Henderson
- ✓ April 18 — Employee Benefits Fair held from 1000 to 1530 in the Gym
- ✓ May 23 — EAP Workshop: Financial Fitness

Activities:

- ✓ VRS help: VRS-E – myVRS series
- ✓ Financial Wellness Craft
- ✓ Financial Wellness CAI
- ✓ Financial Wellness Movies
- ✓ Financial Wellness In-Person Event in the Gym to Celebrate Financial Wellness

Why:

To examine our income, our expenses, and our saving and how they all fit together to make us financially well. If you have any questions or suggestions, please let me or one of the members of the CLC committee know.

~ Ginny Moorer-Shields, M.A.Ed, Chair, CLC/D&L Committee

Dandelions

Some see weeds



Others see wishes.

OCCUPATIONAL THERAPY MONTH CELEBRATED!



The month of April was OT month and the staff from the Occupational Therapy Department wanted to share some information about disorders that affect both cognitive and sensory aspects of the brain, and what occupational therapy services can do.

Dementia results from impaired cognition, due to damage to the brain. The majority of dementia cases (60 to 80 percent) are classified as Alzheimer’s disease (Alzheimer’s Association). The signs of dementia generally include, but are not limited to, decreased short-term memory, decreased problem solving skills, decreased perceptual skills, and personality changes. The onset of dementia is gradual, and the course of the disease spans several years or more. In Alzheimer’s disease, the person progresses through several stages that roughly coincide with reverse developmental levels, with those in the final states being completely dependent on others.

Occupational therapy interventions for those with dementia involve various approaches based on the *Occupational Therapy Practice Framework: Domain and Process (2nd ed., AOTA, 2008)*. These approaches include:

- *Health Promotion* - By focusing on maintained strengths of clients and promoting wellness of care providers, practitioners can enrich their lives by promoting maximal performance in preferred activities.
- *Remediation*— Although the remediation of cognitive skills is not expected, restoration of physical skills (range of motion, strength, and endurance) may still take place even with the backdrop of dementia.
- *Maintenance*— Practitioners can determine what is working well in the daily routine of the person with dementia, and provide supports to ensure that the person’s skills are maintained for as long as possible.
- *Modification*—This is perhaps the most frequently used intervention for those with dementia, as it ensures safe and supportive environments through adaptation and compensation.

In the early stages of dementia, when the person is having difficulty with higher-level executive skills, he or she may be referred to occupational therapy for driving, work, and home safety evaluation and intervention. Practi-

tioners may assist these clients by working on those tasks deemed important; for example, perhaps in establishing a life legacy (e.g., written, auditory, or pictorial life story). In the middle stages, home safety and staying engaged in personally basic activities of daily living (e.g., feeding, toileting, mobility) the focus may switch to decreasing caregiver burden and enhancing basic care (e.g., safe transfers, skin protection, avoiding contractures, providing enjoyable sensory stimulation).

Below is a picture of sensory stimulation pillows for those with dementia or anyone who needs improved sensory stimulation. These sensory pillows can be placed on a person’s lap/ around their waist to provide them with tactile fidgets to improve sensory awareness and cognitive engagement.

~Article written by Beth Smith, Sarah Roe, and Sharon Neitch, Occupational Therapy Department



PATIENT SAFETY INITIATIVE—JOB WELL DONE!



As of February 2, 2017, Stan Maloskey and his staff in the Building and Grounds Department have replaced all patient bedroom doors in the Bagley Building with new doors that have continuous hinges and anti-ligature hardware. This was quite an effort in two months as the new doors had to be painted and hinges and hardware installed prior to removing the existing doors and installing the replacements. Of even greater significance, this effort was accomplished with minimal impact on the individuals we serve and NO personnel injuries. Also, as of the end of April, Mr. Maloskey and staff have completed installing all fire doors in the Bagley Building. I take great pride in the way Mr. Maloskey and his staff planned this work and the teamwork demonstrated in accomplishing the work. Thanks!

~ Don Chisler, CHRP, Director of Physical Plant, Safety, and Security Services

Welcome Aboard New Hires

Please welcome the newest additions to the SWVMHI Team!

February, 2017

January 10, 2017



Left to Right, First Row: Lynn Blevins, Food Services; Kendra Addison, Night Shift Float LPN
Second Row: Anthony Yarborough, Jr., PCT Ward C/D Night Shift and Tim Rice, PCT, Ward C/D Night Shift



Left to Right, First Row: Adam Hester, Groundskeeper Senior and Stephen Moore, M.D., Psychiatrist, Ward F
Middle Row: Rosanna Hayden, Housekeeper; Kim Dickey, Float PCT, Evening Shift; Julie Woods, Registered Dietitian; and Caroline Norris, PI4 Wellness Rehabilitation Specialist
Back Row: Devon Hyde, Float LPN, Second Shift; Katy Carnett, Float PCT, Evening Shift; Jamie Deshayes, RNCA, Evening Shift; Kayla Brewer, Float PCT, Third Shift; and James Fry, PCT, Ward E/F Evening Shift
Not Pictured: Jose Montes, PCT, Evening Shift and Catherine Phillips, RNCA, Ward E/F Evening Shift

January 25, 2017



Left to Right: Justin Blevins, Goundkeeper Senior and Dave McConnell, Security Supervisor-Investigator

March 10, 2017



Alejandra Gaviria, LPN, Ward J, Second Shift

Welcome Aboard!



Continued on page 9

Welcome Aboard *continued*

May 10, 2017



Left to Right, Back Row: Rachel Hojnicky, Social Worker, Ward C/D; Alexandria Medlen, Case Manager, Ward A/B; Brandon Aker, Food Service; Skylar McMillan, Housekeeper; and Meranda Hall, Food Services
Front Row: Heather Stanton, PCT, Ward A/B, Night Shift; Mekesha Baldwin, PCT, Ward A/B, Evening Shift; and Juli Clark, PCT, ERS, Evening Shift

~ Training Department

Census



MONTHLY PATIENT

CENSUS

April 2017

Admissions 69

Discharges 68

Passes Average 11

Daily Census

169

Rehab News, *continued*

April was busy with many activities. The month's special activity took place in the gymnasium as a variation of the Kentucky Derby. This proved to be one of the patients' favorites! Ice cream and soda were offered as snacks, with a healthy alternative as well!

Preparations continue to be under way for the annual Mental Health Awareness Day, which takes place on Thursday, May 18. SWVMHI will be fully represented at the Higher Ed Center in Abington on this important occasion.

Group members are hard at work creating items to be sold at this year's annual Arts and Crafts Festival at Hungry Mother Park, which is scheduled for July.

The Rehab Department would like you to help us in congratulating **Donna Musick**, who has recently been promoted to RRC Supervisor.

~ Emily Lockhart,
Wellness Rehab Coordinator



"Sometimes the questions are complicated and the answers are simple." -Dr. Seuss

by: [unreadable]



Nursing 12-Hour Shift Workgroup Makes Recommendations

The Nursing Staffing Committee appointed a 12-hour Shift Workgroup to review best practices and efficacy of 12-hour shifts as a possible scheduling option for the Nursing Department at SWVMHI. This was done to help address the increase in nursing staff overtime as well as a recruitment and retention interest.

History of 12-hour Shifts at SWVMHI

SWVMHI has utilized 12-hour shifts in three past areas which have either closed or been re-designed:

- Adolescent Unit—(16 bed unit, separate from the adult population, program closed in 2010)
- Ward G—(13 bed ward part of ERS, individuals ready for transition to community, now office suite area)
- Ward K—(8 bed medical infirmary ward assigned to Geriatric Unit, infirmary closed, patient beds and allocated staff utilized differently now)

When the Adolescent Unit closed and Wards G/K re-designed, staff members were moved into other traditional 8-hour shifts. Several efforts were made to pilot 8-hour and 12-hour shifts on the units, but each time a pilot was attempted, scheduling challenges and coverage needs required unusual amounts of time to configure and cover. Overtime increased due to problems covering 12-hour shift call-ins or vacations. During times of transition, internal studies were conducted comparing call-in rates, overtime, untoward incidents, and medication variances between work areas with 12-hour shifts and 8-hour shifts. Data demonstrated better outcomes with 8-hour shifts and so the nursing department maintained 8-hour shifts on the units.

Baylor RN Positions

In 2014, twelve Registered Nurse, 12-hour Baylor positions were created to assist in providing weekend coverage to enable Team Nurses to work Monday-Friday (and not every other weekend) for more continuity and professional collaboration with other disciplines on Treatment Teams. This has improved patient care and interdisciplinary communication. Baylor positions also serve as a recruitment and retention initiative. It is noted, however, that our 8-hour shift options are sometimes recruitment attraction for those at other facilities offering only 12-hour shifts.

“Partnered” PCT 12-hour Positions for Weekend Coverage

As an investment for future RN employees, SWVMHI nursing department will attempt to accommodate requests from PCTs or LPNs who are enrolled in RN programs, and who commit to working at SWVMHI after obtaining RN licenses. Each semester there are several employed PCTs/LPNs, for whom 12-hour shifts can be temporarily accommodated so they can attend RN classes and clinical training.

At the first meeting of the 12-hour Shift Workgroup in August, members separated into three subgroups:

1. Evaluate “best practices”/“evidence based practices” through a literature review
2. Assess local healthcare facilities for 12-hour shift options they implement
3. Conduct SWVMHI nursing staff survey to assess 12-hour shifts perceptions and preferences

Each subgroup completed work assignments and reported back to the committee. For more details about information the subgroups gathered, a more detailed write-up is available from Nursing.

Conclusion and Recommendations of the 12-hour Shift Workgroup

1. At this time since only about 2/3 of staff participated in the survey and of these, the majority who preferred 12-hour shifts would be resistant (dissatisfied) to moving around to create a work area for 12-hour shifts and other work areas for 8-hour shifts, conversion of whole work areas to 12-hour shifts is not recommended.
2. Consider building other opportunities to expand some 12-hour shift options, such as:
 - a. Working Friday, Saturday, and Sunday 12-hour shifts and working 8 hours every other week would be an option to consider on a limited scale when overall staffing coverage would not be negatively impacted throughout the week. This would assist in providing a 12-hour shift option as well as much needed weekend coverage. Several challenges to these schedules are that very reliable attendance is required, complementary work scheduling is required of the 12-hour shift staff, and for each two 8-hour shifts that give up vacant positions to create 12-hour shifts, two days a week coverage are lost.
3. It must be noted that for 12-hour shifts to provide effective coverage, there must be two staff working complementing 12-hour shifts to provide 24 hour coverage for the facility.
4. In the future, if additional fulltime positions were to be approved in Central Office, it is recommended these positions be 12-hour float positions evenly distributed between 0630 to 1900 and 1830 to 0700 shifts or a 12-hour shift configuration to be determined at that time.
5. It is recommended that if SWVMHI expands 12-hour shifts, data be gathered and assessed on a regular basis (quarterly or annually) as to the effect on safety, recruitment/retention, fiscal stewardship, and staff satisfaction.

b. Ward K has an extremely low average census. Employees who fill positions numbers that are specifically assigned to Ward K have been pulled often to work other areas, primarily the Geriatric Unit. This has increased the likelihood of Geriatric staff then being pulled to other areas. A possibility to create more 12-hour shift centralized positions would be possible by moving the Ward K positions to centralized float positions by attrition, and designing them to be positions scheduled weekly with three 12-hour shifts and one 8-hour shift every other week. These float positions could cover Ward K as needed and float to other units if Ward K is empty.

c. Part-time P14 12-hour shifts could be offered in both RN and PCT positions.

d. A percentage of current full-time float 8-hour positions could be converted to 12-hour positions as determined by the SNC office centralized staffing matrix and plan.

e. Consider more “Partnered 12-hour Positions” - these require staff with reliable attendance who can commit with each other to work the same schedule on complementary shifts to cover a 24 hour period. These also require consideration to see if the original 8-hour shift for the positions can accommodate being covered more often or less often during the week in a way that uses the positions most efficiently and effectively for the facility needs.

~ Alicia Alvarado, MSN
Chief Nurse Executive



Fatigue Awareness and Your Safety



People often make light of how little sleep they get. An over-worked, over-tired condition has become the norm for many. But a good night's sleep is not just a novelty, it's a necessity. The effects of fatigue are far-reaching and can have an adverse impact on our lives.

In the workplace:

Our bodies are programmed to be tired at night and alert during the day, but work often requires us to override those natural sleep patterns. More than 37 percent of workers are sleep deprived and those most at risk work the night shift, long shifts or irregular shifts. Following are a few facts:

- Safety performance decreases as employees become tired.

- 62 percent of night shift workers complain about sleep loss.
- Fatigued worker productivity is costly to employers annually.
- Employees on rotating shifts are particularly vulnerable because they cannot adapt their "body clocks" to alternative sleep patterns.

On the road:

We wouldn't allow a friend to drive drunk, but we rarely take the keys away from our tired friends or insist they take a nap before heading out on the road. Drowsy driving IS impaired driving.

Research shows:

- You are three times more likely to be in a car crash if you are fatigued.
- Losing even two hours sleep is

similar in effect to having three beers.

- Being awake for more than 20 hours is the equivalent of being legally drunk.

Health issues due to fatigue:

- Chronic sleep-deprivation causes depression, obesity, cardiovascular disease, and other illnesses.
- Fatigue is estimated to cost employers \$136 billion a year in health related lost productivity.
- More than 70 million Americans suffer from a sleep disorder.

So according to this information from the National Safety Council, it is important that we all pay attention to fatigue and how it may affect us.

~ submitted by
Safety Committee

BUNNY VISIT

The Geriatrics had a visitor stop by on April 13 for their Easter meal on the unit. Mary Alice from Food Services made it for the individuals we serve. LeSu Cole wanted to share her appreciation to the Food Services staff - they always do whatever they can to make our many special requests happen and often, like this, go above and beyond!



The Daily Quipple
.COM



Bee Awareness



Working outside in the garden, trimming in your yard, taking a walk or just admiring some flowers this summer. **BEE Safety Smart.** Honey bees, wasp, yellow jackets, and hornets are at their peak. Additionally, Africanized Honey Bees (AHBs) in the United States are becoming more and more common, especially in our area.

Attacks from these aggressive bees may result in serious injury or even death. Seek a nurse on grounds for **Epi pens**. Use these bee tips to help you stay safe:

- Keep pets and children indoors when using weed eaters, hedge clippers, lawn mowers, chain saws, etc. Attacks frequently occur when a person is mowing the lawn or pruning shrubs, and inadvertently strikes a nest.
- If you encounter a swarm, run as quickly as you can in a straight line away from the bees.
- Don't swat at the bees or wave your arms to fend them off. Do not flail or swing your arms at them, as this may further annoy them. That will only confirm that you are indeed a threat. You're likely to be stung even more.
- Avoid excessive motion when near a colony. Bees are much more likely to respond to an object in motion than a stationary one.



- Get indoors as quickly as possible. If you aren't near a building, get inside the nearest car or shed. Close the doors and windows to keep the bees from following you.
- Don't worry if a few bees become trapped in your home. If several bees follow you into your car, drive about a quarter of a mile and let the bees out.
- If no shelter is available, keep running. African honey bees can follow you for as far as a quarter of a mile. If you run far enough, you should be able to lose them.
- Whatever you do, don't stay still if the bees are stinging you. These aren't grizzly bears; they will not stop if you "play dead."
- Because bees target the head and eyes, cover your head as much as you can without slowing your escape.
- If someone else is being stung by killer bees and cannot run away, cover them with anything you can

find. Do what you can to quickly cover any exposed skin or susceptible areas of their body, and then run for help as fast as you can.

- Once you are in a safe place, use a blunt object to scrape any stingers out of your skin. When an African honey bee stings, the stinger is pulled from its abdomen along with the venom sac, which can keep pumping venom into your body. The sooner you remove the stingers, the less venom will enter your system.
- If you were stung just once or a few times, treat the stings as you would regular bee stings and carefully monitor yourself for any unusual reactions. Wash the sting sites with soap and water to avoid infections. Use ice packs to reduce swelling and pain. **Of course, if you are allergic to bee venom, seek medical attention immediately.**

While at SWVMHI, please remember that **Epi pens** are located at the nurses stations on each unit should there be an emergency need.

~ Safety Committee

We Made the News!

That is, our therapy dogs made the news! Our specially trained dogs and owners/handlers were video taped and shown on WCYB news in the month of February explaining the benefits of our Animal Assisted Therapy program. A special thanks to Lesu Cole who initiated our program in 1999 and coordinated it for 18 years now, and to all our therapy dog owners/handlers!



Animals pictured: Doc, Gus, Perry, Walter, Lilly, and Tipi along with their handlers/owners.



Special Gym/Game Room Activities



Consumer Empowerment
Recovery Council
(CERC)
NO MEETING



Movie Nights
May 2, 8, 9, 15, and 16,
2017
1830 to 2000



Patient Activity Council
(PAC)
NO MEETING

Birthday Party
May 24, 2017
1830 to 2000
No Café



Church Services
held each Thursday from 1830
to 1930. New Day
Café open prior to
Church Services

Mental Health Awareness Day
May 18, 2017

Please note that game room activities, in addition to those listed here, are held every weeknight, except as otherwise noted, from 1830 - 2000. New Day Café hours are from 1800 - 1830 unless otherwise noted as well.

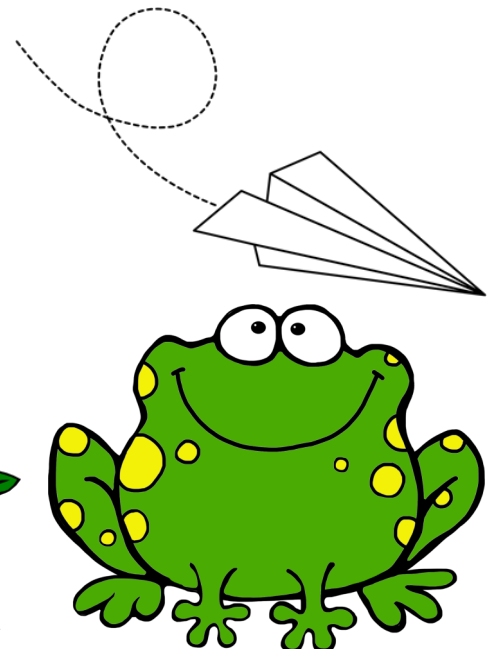
SWVMHI Leadership Philosophy

The Southwestern Virginia Mental Health Institute leadership philosophy promotes creativity, teamwork, and shared leadership by expecting all employees to learn, live, and lead by the organizational Values. We believe leadership can and should be demonstrated by all staff in their individual and collective roles. This leadership philosophy enables SWVMHI to fulfill its Mission of assisting people in their recovery.

May Days to Celebrate

“Off the cuff” May holidays to celebrate:

- May 3**
Great American Grump Out
- May 6**
Dandelion Day
- May 11**
Eat What you Want Day
- May 13**
Frog Jumping Day
- May 16**
I Love Reeses Day
- May 23**
National Taffy Day
- May 26**
National Paper Airplane Day





Word Search



Just for fun, how many of the following words can you find related to May?

X C V B N M G A R D E N I N G L K J
 B I U Y H T T R E W Q A S D F G H J
 L O S H O N O R P H A T C H I N G A
 O X N V L N B M L K J H G F D S B F
 O Z R Q I W W A R M E R T Y U K A L
 M S E S D X C P O L F G B D N J R A
 I W T D A R T F R A G R A N T Y B G
 N S E R Y C B V L N M L K E J G E H
 G X V I E R T Y U O I O P K L K C E
 Q K M B V V E F G H W K R E D X U Z
 S Z T U O K O O C H J E B E F F E T
 F Y A D S R E H T O M F R W E F G Y
 G X Y H D H O T D O G S N S W C H U
 J C Y H S A Z X C V B N S T N A L P
 M E M O R I A L D A Y M J K Q V J I
 K M A Y P O L E H J K L M R A W K O
 L C E A G F D S A Q W E B A X B L P
 M B Y N N U S E R T R I N S E C T S

Memorial Day
 May Pole
 Sunny
 Insects
 Plants
 Mothers Day
 Flowers
 Weekend
 Barbeque
 Flag

Birds
 Blooming
 Honor
 Gardening
 Holiday
 Hatching
 Hotdogs
 Veterans
 Cookout
 Fragrant

Staff Development



Take advantage of Training Opportunities in May

When: May 25, 1330 to 1500

Where: Dogwood Room—"B" Building

What: Dr. Gillette: Patient Rights & Staff Safety

Sign up with Patricia Evans by calling Ext 854 in advance.

Mandatory CAIs due:
May: Human Rights/DI 201

Log onto the new Virginia Learning Center (VLC) by going to <https://covlc.virginia.gov> and use your Knowledge Center username and password. Questions should be directed to any member of the Training Department.

May Lunar Phases



May 2
First Quarter

May 10
Full Moon also called "Flower Moon" by Native Americans of New England and the Great Lakes because this time of year flowers are all over.

May 18
Last Quarter

May 25
New Moon



Life is like a camera..
Just focus on what's important and capture the good times..
develop from the negatives and if things don't work out..
Just take another shot.. ♡





Southwestern Virginia Mental Health Institute

Address: 340 Bagley Circle
Marion, Virginia 24354
Phone: 276-783-1200
Fax: 276-783-9712

Comments, Suggestions or Ideas?

SHARE THEM!

Please send any comments, suggestions, or ideas you have regarding the newsletter to the Office of the Director.



This Month's Word Search Answer Key

					G	A	R	D	E	N	I	N	G							
B			H																	
L	S	H	O	N	O	R		H	A	T	C	H	I	N	G					
O	N	L														B	F			
O	R	I			W	A	R	M								A	L			
M	E	S	D										D			R	A			
I	T	D	A			F	R	A	G	R	A	N	T			B	G			
N	E	R	Y				L						E			E				
G	V	I						O					K			C	U			
			B						W				E			E				
	T	U	O	K	O	O	C			E			E							
	Y	A	D	S	R	E	H	T	O	M			R	W						
					H	O	T	D	O	G	S				S					
													S	T	N	A	L	P		
M	E	M	O	R	I	A	L	D	A	Y										
	M	A	Y	P	O	L	E							M	R	A	W			
		Y	N	N	U	S								I	N	S	E	C	T	S

Please submit articles for the next newsletter to Cheryl Veselik by May 25, 2017.

The next newsletter will be published June 2017.